Human Resource Management Practices in Maharashtra State Electricity Distribution Company Ltd. (MAHAVITARAN)

A Ph.D. Synopsis

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INTRODUCTION:

The Human Resources of an organization represent one of its largest investments. The term human resources at the macro level indicate the sum of all the components (like skill, creative ability) possessed by all the people. Human resources at the organizational level include all the component resources of all employees from rank and file to top level management. So, it includes the resource, of all people who contribute their services to the attainment of organizational goals. Human resources play a crucial role in the development process of the present economy. It is often felt that though the exploitation of natural resources, availability of physical and financial resources and international aid play prominent roles in the growth of modern economies, none of these factors is more significant than efficient and committed manpower.

The human resources of an organization consist of all people who perform its activities. Human resource management is concerned with the personnel policies and managerial practices and systems that influence the workforce. In broader terms, all decisions that affect the workforce of the organization concern the HRM function.

The activities involved in HRM function are pervasive throughout the organization. Line managers, typically spend more than 50 percent of their time for human resource activities such hiring, evaluating, disciplining, and scheduling employees. Human resource management specialists in the HRM department help organizations with all activities related to staffing and maintaining an effective workforce. Major HRM responsibilities include work design and job analysis, training and development, recruiting, compensation, team-building, performance

management and appraisal, worker health and safety issues, as well as identifying or developing valid methods for selecting staff. HRM department provides the tools, data and processes that are used by line managers in their human resource management component of their job.

Edwin Flippo defines HRM as "Planning, organizing, directing, controlling of procurement, development, compensation, integration, maintenance and separation of human resources to the end that individual, organizational and social objectives are achieved."

Features of HRM or characteristics or nature-

1. HRM involves management functions like planning, organizing, directing and controlling.
2. It involves procurement, development, maintenance of human resource.
3. It helps to achieve individual, organizational and social objectives.
4. HRM is a mighty disciplinary subject. It includes the study of management psychology communication, economics and sociology.
5. It involves team spirit and team work.

NEED OF STUDY:

Electricity is an integral utility in modern society, with links to everything from a human's subconscious fear of the dark to the practical need for working illumination in an industrialized world. The entire world essentially runs on electricity, in one form or another.

Maharashtra State Electricity Distribution Company – controlled by Government of Maharashtra, is a public sector undertaking (PSU) and second largest Electricity Distribution Company after State Grid Corporation of China which distributes electricity to all regions of the state.

The company's predecessor was the Bombay Electricity Board which was formed on November 6, 1954 and operated up to March 31, 1957 when it was renamed to Bombay State Electricity Board which operated until June 19, 1960.

In accordance with Electricity Act 2003 of Government of India ((Maharashtra State Govt.vide G.R.No. ELA-1003/P.K.8588/Bhag-2/Urja-5 Dated 24-01-2005)), the Maharashtra State Electricity Board was restructured into 4 companies w.e.f. 6 June 2005. These companies were registered with Company Registrar, Mumbai on 31 May 2005 as follows:

- MSEB Holding Company Limited.
- Mahanirmiti or Mahagenco (Maharashtra State Power Generation Company Limited (MSPGCL)).
- Mahapareshan or Mahatransco (Maharashtra State Electricity Transmission Company Limited (MSETCL)).
- Mahavitaran or Mahadiscom (Maharashtra State Electricity Distribution Company Limited (MSEDCL)).

Mahavitaran is responsible for distribution of electricity throughout the state by buying power from either Mahanirmiti, captive power plants or from other state electricity boards and private sector power generation companies. The holding entity MSEB Holding Company holds the entire stake in the other three companies.

Mahavitaran has a workforce of about 76,000 employees. This force is the real asset of the company. The welfare and well being of this asset has been given top priority by the company.

Hence this topic is selected to study and analyze the human resources management practices in Maharashtra State Electricity Distribution Company Ltd. and to present conclusions

and suggest measures to improve Human resources management practices in Maharashtra State Electricity Distribution Company Ltd.

RESEARCH METHODOLOGY:

Sources used for data and information collection in the present research work are-

1) **Primary Data:** The data will be collected by using questionnaire and interview techniques.
2) **Secondary Data:** For secondary data books, journals, magazines, newspapers, official papers of MSEDCL, News, periodical, Vidyut Varta and annual reports will be used.

Information collected through questionnaire will be classified and tabulated. Different tables will be prepared. Information in the tables will be analyzed and interpreted by using simple statistical method such as percentile and average method.

SCOPE OF THE STUDY:

1. **Geographical Scope:** In the study employees working in Head Office- Mumbai as well as other 13 Zone- 1) Amravati, 2) Aurangabad, 3) Baramati, 4) Bhandup Urban 5) Jalgaon, 6) Kalyan, 7) Kolhapur, 8) Konkan, 9) Latur, 10) Nagpur, 11) Nanded, 12) Nashik, 13) Pune, will comprise the universe of the study.
2. **Operational Scope:** For the study of human resources management practices of MSEDCL State Seniority employees will be included in the first strata and the second strata, Circle Seniority employees will be included. Sample size of 500 respondents working in all parts of Maharashtra will be selected.

3. **Periodical Scope:** The study will cover the data for the period of Ten years from 2005-2014.

OBJECTIVES OF THE STUDY:

1. To study conceptual framework of human resource management.
2. To study development of Maharashtra State Electricity Distribution Company Ltd.
3. To analyze human resource procurement policies.
4. To analyze different training and managerial development facilities.
5. To analyze human resource evaluation and compensation management system.
6. To analyze human resources maintenance activities with special reference to Motivation, Communication, Staff welfare and Safety.
7. To analyze human resource integration strategies with special reference to Promotion, Transfer, Disciplinary Action and Industrial relations.
8. To analyze human resource control activities with special reference to HR Audit and Human resource information system.
9. To present conclusions and suggest measures to improve Human resources management practices.

HYPOTHESES:

1. There is relationship among the dimensions of human resource management practices.
2. Training and development has significant effect on organizational performance.

3. There is relationship between human resource evaluation & compensation management system and employee turnover.
4. There is relationship between human resource maintenance activities and employees satisfaction.
5. There is relationship between human resource integration strategies and employee morale.
6. There is a relationship between human resource control system and organizational effectiveness.

CHAPTER SCHEME:

1. Introduction
2. Research Methodology
3. Human resource procurement policies
4. Training and managerial development
5. Human resource evaluation and compensation management system
6. Human resource maintenance activities
7. Human resource integration strategies
8. Human resource control activities
9. Findings and Suggestions.

The above chapter scheme is tentative. Depending on the actual research work it may change in the course of the study.

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Research Guide

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